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CAUT APPU

BULLETIN

Canada's Voice for Academics

La voix des universitaires du Canada

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Une directive de l'Ud'O annulée par décision arbitrale

LES documents et les dossiers du personnel universitaire ne se trouvent pas, en règle générale, sous la garde de l'université : telle est la décision arbitrale rendue en octobre dernier dans un litige opposant l'Université d'Ottawa et le syndicat des professeurs.

Ce qui était mis en question, c'était la réponse de l'université à une demande soumise aux termes de la loi ontarienne sur l'accès à l'information.

En novembre 2006, l'université a avisé les membres de son personnel académique qu'ils devaient fournir des copies imprimées ou électroniques de tous les documents en leur possession, y compris les courriels faisant référence à un professeur ou à un étudiant diplômé en particulier, afin que l'université puisse donner suite à une demande d'accès à l'information qu'elle avait reçue.

L'université précisait, dans sa directive, que la demande s'appliquait à « toutes les copies papier et électroniques des documents, dont les courriels, les procès-verbaux des réunions, etc. ». Elle signalait également aux membres du personnel académique qu'elle était en mesure de rechercher dans leurs comptes courriels les documents demandés, et elle leur offrait même la possibilité de tirer avantage de ce service.

La loi confère le droit d'accès aux seuls documents dont l'université a la garde ou le contrôle.

L'Association des professeurs de l'Université d'Ottawa (APUO) a déposé un grief en soutenant que la demande de l'université contrevenait à la convention collective et était contraire aux pratiques établies.

L'APUO a fait valoir plus particulièrement que l'université n'avait ni le contrôle ni la garde des documents détenus par le personnel académique et qu'elle n'avait pas le droit de demander que ces documents lui soient remis ni le droit d'y avoir accès. Elle a en plus fait observer que les courriels transmis ou reçus par la voie de la messagerie électronique de l'université « ne sont pas des documents dont l'université a la garde ou le contrôle ».

Voir DIRECTIVE à la page A6 ➤



Faculty union president Atef Fahim said he's pleased records & files are protected.

U of O: Arbitrator Rules on Access to Faculty Records

ACADEMIC staff records and documents are not normally in the custody or control of the university, according to an arbitration decision at the University of Ottawa in October.

At issue was the university's response to a request filed under Ontario's freedom of information act.

In November 2006, U of O advised academic staff that they had to provide printed or electronic copies of all documents in their possession, including email, that made reference to a certain professor, or a certain graduate student, in compliance with a freedom of information request the university had received for the information.

The university specified that the request applied to "all soft and hard copies of documents including emails, minutes of meetings, etc." The directive to academic staff further added that "the university has the capacity to search your email account for the documents requested" and offered to do so "if you would like to avail yourself of this service."

Under freedom of information legislation, only documents under a university's custody or control are eligible to be requested.

The faculty union filed a grievance, claiming the university's demand violated their collective agreement and past practice.

Specifically, the Association of Professors of the University of Ottawa maintained that records of its members were not in the control or under the custody of U of O and that the university did not have the right to demand or access documents held by their members. It added that emails sent and received using the university's email system "are not documents for which the university has custody or control."

APUO said the principal exception was for documents members may have that related to their administrative functions, for example, as chairs of departments, but even then, only to those specifically about administrative issues and not any personal notes, emails or notations.

Arbitrator Philip Chodos upheld the APUO objection, finding the university's directive was "contrary to the collective agreement and should be withdrawn." He agreed that administrative documents were an exception, such as correspondence with the administration by chairs about administrative functions, "including minutes of meetings and documentation of conclusions reached, subject always to the protection of 'personal information' as the term is used in the [Ontario] Act."

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The Mortgage Centre
Discount Rates Page A8

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LETTERS COURRIER

Discrimination or gender differences?

The September 2008 issue of the *Bulletin* depicts as "Reminiscent of McCarthyism" the U.S. National Association of Scholars' plans to identify university programs peddling ideology masquerading as knowledge. But it is ironic that the same issue of the *Bulletin* also contains an article justifying NAS concerns. The accumulating evidence notwithstanding, the president's column — "Women Still Lagging & Losing in Sciences" — insists on portraying the so-called "under-representation" of women in physical sciences and engineering faculty as a consequence of discrimination.

That this persistent pattern cannot be rationally discussed was spectacularly demonstrated by Lawrence Summers' resignation as president of Harvard University, following the brouhaha caused by his merely raising the idea that factors other than discrimination might be considered.

Yet evidence that factors other than discrimination may play a role has been available for decades. To cite just one example, the work of Canadian psychologist and internationally respected Doreen Kimura strongly supports the idea that there are subtle biology-related differences in the cognitive abilities of males and females, with these becoming significant at the high end of ability scales. Furthermore such evidence also suggests that even those women possessing the requisite skills for success in the hard sciences tend to prefer "people-oriented" over "object-oriented" disciplines.

I have observed these patterns in my four decades of involvement with the University of Toronto's elite engineering science program. Originally an exclusively male preserve, from the 1990s we actively recruited women, and I taught mathematics to many of these very talented individuals. But at the end of the second year, when the students select a specialty program or major, it was obvious women tended to prefer those specialties emphasizing disciplines which could be considered more people-oriented.

Feminist cant appearing in the *Bulletin* was a factor in my decision to be a sometime member of NAS and to support its Canadian equivalent, the Society for Academic Freedom and Scholarship.

Philip A. Sullivan
Professor Emeritus
Institute for Aerospace Studies
University of Toronto

Numbers refute female inequities

There is an incongruous logic to Penni Stewart's claim that "female students and academic staff still continue to suffer inequities..." and that these inequities are most apparent in "science, engineering and related disciplines" (President's Column, *Bulletin*, September 2008).

The key to her claim is that while females were the "majority of all university students (57 per cent)" and the "majority of PhD students in the social and behavioural sciences and in law (59.7 per cent), they represented less than a third of students in mathematics, computer and information sciences."

Stewart goes on to protest that "women accounted for less than 20 per cent of enrolments" in architecture and engineering and "only 40.6 per cent in physical and life sciences, which includes the more feminized discipline of biology."

But Stewart overlooks all those disciplines in which men are vastly underrepresented, starting with the startling fact (as reported in CAUT's *Almanac of Post-Secondary Education, 2008-2009*) that women comprise 58.1 per cent of the total undergraduate enrolment, whereas men comprise only 41.9 per cent [table 3.10 pp. 22-23].

This statistic becomes all the more revealing if we break it down into "more feminized" and less feminized courses. In education there is a male/female ratio of 22.3/77.7; in the humanities a male/female ratio of 37.7/62.3; and in the social and behavioural sciences, law and a male/female ratio of 34.4/65.7.

If you think these ratios hold only in the more "feminized" fields, the ratio for business, management and public administration is 47.8 per cent men and 52.2 per cent women. How about the ratio for agriculture, natural resources and conservation — 42.6 per cent males to 57.4 per cent females? In the less mother-earthly category of physical and life sciences and technologies, females represent 57.4 per cent. Of the 12 disciplinary categories listed, males are the majority in only two, namely, architecture, engineering and related technologies and mathematics, computer and information sciences. Moreover, total graduate female students still comprise a majority with a ratio of 50.5 per cent [table 3.11, pp. 23-24].

Stewart further contends that the higher male ratios among faculty are part expression of a climate of "systemic hostility" to females. But the way to examine these ratios is to see them in terms of trends rather than as static pictures. This can easily be done by comparing the male/female ratios in the full professor, associate professor and assistant professor categories [table 2.11, pp. 12-14]. The trends are clear — across all the singular disciplines the proportion of female faculty grows as we move from "full" to "assistant" professor.

I say "singular" disciplines because here the categories are broken into specific disciplines, i.e., humanities is broken into history, classics, journalism, etc. If we look at the statistics for the categories as a whole, one finds that female assistant professors are already the majority in education, fine and applied arts and health professions. They are almost even in the humanities.

Besides, piling up the ratios for faculty at large is a retrograde way of looking at trends. The ratios for full professor reflect mostly a generation that grew up in the 1930s, 40s, and 50s. They reflect the state of gender relations in those decades. What is most revealing about gender relations today is undergraduate enrolment. Here the statistical trend is clear — except for math and engineering, it is men, and not women, who are suffering systemic hostility.

Ricardo Duchesne
Sociology
University of New Brunswick at Saint John

Penni Stewart replies

I completely agree with Ricardo Duchesne that the growing representation of women in undergraduate studies, now 58.1 per cent of total enrollment, is to be celebrated. And I also agree that we should be concerned about the scholarly achievement of young men. From secondary school onwards evidence is mounting that in many disciplines young women outperform men.

Where Duchesne and I differ is in our interpretation of the trends. While women are well represented in many undergraduate fields, the picture changes when you examine their participation in graduate studies and even more for their representation among academic staff. Here we find that as seniority increases the number of women falls substantially. In 2005, women received 61.4 per cent of undergraduate degrees, 51.7 per cent of master's degrees and 44 per cent of doctorates. The contrast is even greater for the "harder" disciplines of science and engineering.

Post-secondary enrollment reflects mainly what is going on in our high schools, which in recent decades, I believe, have become environments more accommodating to girls. But although many young women start out in science and engineering, a disproportionate number drop out and switch fields, suggesting that the climate remains problematic. Fair numbers of women obtain advanced degrees in some areas of science, but they are less likely than men to become professors, in part because of the difficulties of combining family life and a successful academic career.

My concern was to identify the gender gaps and to suggest some reasons for the lag in representation. Duchesne puts forward what is often called a "pipeline" theory — provided enough women enroll as undergraduates, eventually they will become full professors. But many scholars disagree with this proposition. In a 2007 report, researchers at the Barnard Center for Research on Women argue against the pipeline theory because, over many years and accounting for age, the number of women obtaining doctorates has far exceeded the current proportions of female faculty.

While age differentials and greater seniority account for part of the gap in women moving through the academic ranks, it does not account for the entire gap. A substantial body of literature suggests that even when age, and experience and research productivity are taken into account, female faculty progress through the ranks more slowly than their male peers.

Penni Stewart
President, CAUT

Read more letters on page A7.

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COMMENTARY

TRIBUNE LIBRE

PRESIDENT'S COLUMN

Academics in Danger Need Our Help



By PENNI STEWART

WHILE CAUT members face many challenges in their daily work, only rarely do these include violence and intimidation. But this is not the case in many areas of the world. In the midst of political and social crisis, academics — like journalists — are among the first to be attacked, often for their defense of free inquiry. The situation is desperate for some of our colleagues. I'd like to draw your attention to two of the many egregious situations in which academics face the threat of physical violence, including imprisonment, torture and death, and describe a program that responds to these threats.

Once home to an enviable higher education system, Iraq's post-secondary institutions are now in shambles and Iraqi academics have increasingly become targets of sectarian violence. The Institute of In-

ternational Education has called this "one of the greatest academic crises of our time." By the end of 2007, the death toll of Iraqi academics had reportedly surpassed 300 and many more continue to be attacked and have their lives threatened. University World News reported that in a single month this year 25 Iraqi academics were killed and scores kidnapped, sometimes along with their families.

The Chronicle of Higher Education described the "near paralysis of Iraqi universities," in a May 2007 report, adding that "Almost all academic research in Iraq has been halted because fieldwork and data collection are nearly impossible." Not surprisingly, many academics have fled the country, leaving a serious void in Iraqi academe. Sadly, there are few safe havens. Hundreds of Iraqi professors of medicine, pharmacy and engineering who sought refuge in neighbouring countries over the past few years are living in increasingly desperate circumstances.

In the wake of elections in Zimbabwe, many educators there have become targets of violence and intimidation. There are widespread reports that teachers in rural areas have been injured or killed and many have now fled their schools, or fled the country. During this past summer the situation became so bad that academics warned President Robert Mugabe that all higher education institutions in the country faced closure as a result of deteriorating working conditions that has led to what University World News describes as a "mass exodus of experienced staff and absenteeism."

But terrible threats to scholars are by no means confined to Iraq and Zimbabwe. Topping the most dangerous list where scholars are at peril are Cambodia, Pakistan, Iran, Ethiopia, Eritrea and Uzbekistan, among others.

What can Canadian scholars do to address this? CAUT is a member

See ACADEMICS Page AB →

LE MOT DE LA PRÉSIDENTE

Des universitaires en danger ont besoin de notre aide

Par PENNI STEWART

Ses membres de l'ACPPU doivent surmonter divers obstacles au quotidien, il est rare qu'ils aient à faire face à la violence et à l'intimidation. Ce n'est toutefois pas toujours le cas ailleurs dans le monde. Dans un climat de crise politique et sociale, les universités, tout comme les journalistes, sont parmi les premiers attaqués, souvent pour avoir défendu le libre examen. Certains de nos collègues sont dans une situation désespérée. Je désire attirer votre attention sur deux cas parmi les plus flagrants d'universitaires menacés de violence physique, y compris l'emprisonnement, la torture et la mort, et vous faire découvrir un programme créé en réaction à ces menaces.

Naguère prestigieux, les établissements d'enseignement supérieur d'Irak sont maintenant en ruines, au propre comme au figuré, et leurs universitaires sont de plus en plus la cible de violences sectaires, une situation que les responsables de l'Institute of International Education ont qualifiée de crise parmi les plus graves de notre époque. À la fin de 2007, plus de 300 universitaires irakiens y avaient laissé la vie, et beaucoup d'autres continuent d'être attaqués et menacés. Selon *University World News*, en un mois seulement cette année, 25 professeurs irakiens

ont été tués et beaucoup d'autres ont été enlevés, parfois avec leur famille.

Dans un rapport publié en mai 2007, le magazine *Chronicle of Higher Education* décrit la quasi-paralysie des universités d'Irak, précisant que presque toute la recherche universitaire menée dans ce pays a été interrompue par l'incapacité pratiquement totale de procéder à des travaux sur le terrain et de recueillir des données. Il n'est donc pas étonnant que de nombreux universitaires aient fui le pays, plongeant l'Irak dans un vaste néant à l'égard de la recherche de savoir. Malheureusement, les asiles sûrs sont rares, et des centaines d'Irakiens qui enseignaient la médecine, la pharmacie et le génie et qui, depuis quelques années, se sont réfugiés dans des États voisins vivent dans des situations de plus en plus précaires.

Dans la foulée des élections au Zimbabwe, bien des éducateurs sont devenus victimes de violence et d'intimidation. De nombreux rapports indiquent que des enseignants en milieu rural ont été blessés ou tués et que beaucoup ont fui leur école, sinon leur pays. L'été dernier, la situation s'est dégradée à un point tel que des universités ont prévenu le président Robert Mugabe que tous les établissements d'enseignement supérieur du pays ris-

quaient de fermer en raison d'une détérioration des conditions de travail qui, selon *University World News*, a entraîné l'absentéisme et l'exode du personnel expérimenté.

L'Irak et le Zimbabwe ne sont cependant pas les seuls États où les universités subissent des menaces terribles : le Cambodge, le Pakistan, l'Iran, l'Ethiopie, l'Erythrée et l'Ouzbékistan arrivent en tête de liste des pays les plus dangereux pour eux.

Que peuvent faire les universitaires canadiens face à cette situation ? L'ACPPU est membre de l'Internationale de l'Éducation (IE), porte-parole mondiale de la main-d'œuvre en éducation et du personnel académique. L'IE fait la promotion des droits de la personne, du droit à la syndicalisation et de la liberté académique en plus de sensibiliser les universitaires à la situation mondiale, de contribuer à la solidarité au sein du personnel en éducation supérieure et, par l'intervention et l'observation, de mettre au jour les atteintes à la liberté académique et aux droits de la personne, et d'appeler à y réagir à l'échelle internationale. Ainsi, l'été dernier, tandis que la crise au Zimbabwe s'aggravait, l'IE a lancé à ses membres du monde entier un appel urgent à l'action afin qu'ils

Voir UNIVERSITAIRES à la page AB →

Some Academics More Equal than Others

By CINDY OLIVER, CATHERINE CHRISTIE, PETRA GANZENMUELLER, GEOFF MARTIN, GEORGE DAVISON, SANDRA HOENLE, KELLY MACFARLANE & ANNE SKOCZYLAS

WHEN an academic not an academic? This is not a rhetorical question, since in most Canadian universities, contract academic staff do not have the same status as a tenured or tenure-track staff, regardless of qualifications and experience.

Remuneration and access to support for scholarly activity are usually the source of employment disadvantage for academics working on per course or limited-term contracts when compared with permanent colleagues. This disadvantage is particularly noticeable when the availability of both in-house and external research money is involved. CAUT's contract academic staff committee believes academic staff associations should direct their attention to redressing a situation which deters, and often prevents, contract staff from engaging in the vital research required in order to participate in a full academic career.

In conjunction with pro rata hiring policies, access to internal and external funding programs would allow contract staff to achieve a real degree of parity with their tenured colleagues. Only then could the designation "part-time" be a true measure of employment choice rather than a euphemism designed to disguise the exploitation of members of the academic proletariat.

Access to research funds is an important feature of the continuing and uphill struggle with increasingly market-driven university administrations to create a more equitable professional environment for contract academic staff.

As Sandy Herscovis wrote in the September 2007 *Bulletin* on the comparative values placed on teaching and research in Canadian universities, in the quest for tenure, "high-quality research" will always trump good teaching. This reality emphasizes what everyone in academe knows — that in order to enjoy a successful career a faculty member has to show strong research productivity. Contract staff must overcome the research accomplishment hurdle in order to find secure, adequately paid academic work, but this is made harder when universities consistently refuse to allow their contract employees access to the funds available to their tenured and tenure-track colleagues.

A policy statement on fairness for contract academic staff written by CAUT states: "All academic appointments should recognize that the nature of academic work in-

cludes teaching, research and professional activity and participation in service activities. To achieve this end all limited-term contracts should explicitly recognize the research components of the job and define workloads as a percentage of full-time work."

The policy also calls for the provision of all necessary resources to enable contract academic staff to carry out their professional duties and for "fair and equitable access to professional development opportunities."

Canadian universities — with a few honourable exceptions — deny their contract faculty the right of fair access. University officials argue that contract faculty are paid to teach, not to conduct research. They obfuscate the reality that good teaching and good research are not mutually exclusive, but inseparable.

The trend towards per course and teaching-only positions represents a failure on the part of universities to fulfill their mandate to encourage all aspects of academic life. To promote their reputations as research intensive schools, universities often have goals about the provision of infrastructure and services in support of research. Nowhere in these mission statements is it mentioned that some academics are ineligible for such support. While Canada's federal funding agencies do not prohibit anyone working on contract from applying for funds, many contract academics are denied access to these research opportunities by their own institutions.

Officials at the University of Toronto attempted to revoke the right of contract academic staff to apply for Social Sciences and Humanities Research Council funding and other grants in October 2006 and only restored these rights after a public outcry.

To turn this situation around, academic staff associations must take ownership of the issue of research funding for contract academics at the negotiating table by ensuring access to both internal and extramural research funds. Demand that your negotiating team takes the opportunity at your next collective bargaining session to include, among the essential articles to be negotiated, research funds and remunerated research time for contract academic staff. ■

Cindy Oliver, Catherine Christie, Petra Ganzenmueller, Geoff Martin, George Davison, Sandra Hoenle, Kelly MacFarlane and Anne Skoczylas are members of CAUT's executive-appointed contract academic staff committee.

The views expressed are those of the author and not necessarily CAUT.

NEWS ACTUALITÉS

Algoma U Becomes a Reality



Closing Ceremony — Algoma University president Celia Ross, student union finance commissioner Matt Shoemaker, academic dean Arthur Perlini & Bud Wildman, chair of the board of governors, bring the era of Algoma University College to a symbolic close Sept. 2.

AFTER a 16-year wait, Algoma University College in Northern Ontario has received its charter as a full-fledged university.

The legislation creates the new Algoma University and makes it independent from Laurentian University in Sudbury for the first time since its establishment as an affiliate college in 1964. During the 1990s, Algoma announced it would seek a degree granting charter, but its application to the provincial government was unsuccessful.

Celia Ross, who has served as

president at the university since 1998, said Algoma has been offering academic programs for more than 40 years and has effectively operated as an independent component of Laurentian University for many years.

"It's a historic moment for Algoma U. We're delighted with our new status ... and excited about becoming Ontario's nineteenth university," Ross said. "Autonomy will give us more scope to ensure that education delivered here will truly benefit all students, including First

Nations and Metis students, in a respectful, collaborative way, focusing on the future needs of the workforce, our communities and our country."

Algoma offers programs in technology, science, business and liberal arts to more than 1,200 students who pass through its doors each day. The school is also home to the only BA in Ojibwe language and a MSc in computer games technology. ■

Version française à la page A8.



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Brandon Faculty Ratify Contract

University, union reach deal after 17-day strike

BRANDON University Faculty Association ended its strike Oct. 15 after union negotiators brokered a deal with university officials.

BUFA's 240 members began strike action and were locked out Sept. 29.

The deal, endorsed by the general union membership this month, guarantees a 9% pay increase for each member over the life of the three-year agreement, plus the normal service increment, on a salary grid whose floors and ceilings are increased in year one, and improves the university's pension plan.

"While we would characterize the overall salary settlement as modest, we did achieve two major pension plan improvements, funded by the university, which will be phased in by

the second year of the agreement," Joe Dolecki, chief negotiator for the union, said in a statement.

Further, the union was able to extract an agreement from the university to submit its controversial Respectful Environment Policy to the Manitoba Human Rights Commission for review, as well as resolve a contentious harassment issue with the inclusion of language that ensures academic freedom for faculty in the application of any policy having disciplinary provisions brought into the workplace by the employer.

"We are particularly pleased we were able to negotiate language that protects members from potential employer harassment in the application of workplace policies," Dolecki noted. "We believe that this issue, which posed a real threat to the academic freedom of BUFA members, has been put to rest." ■

U of O: Arbitrator Rules on Access to Faculty Records

→ From PAGE A1

Chodos also indicated there may be a limited number of other types of documents that may properly be considered in the control or custody of the university and remains seized of the issue to provide guidance on what those may be.

"We're pleased the arbitrator rec-

ognized the serious threats to academic freedom and to the integrity of academic work were he to have rejected our position," said APUO president Atef Fahim. "His remaining seized of the issue will help in resolving any future controversy about the limited range of documents he indicated may be in the custody or control of the university." ■

NEWS ACTUALITÉS

Slowdown Threatens Education Funding

THE newly re-elected Conservative government is weighing a number of possible spending cuts in order to avoid a potential deficit, reports indicate.

During the election campaign, Prime Minister Stephen Harper maintained that Canada was well-prepared to weather the economic storm generated by the global financial crisis. But in the days following the Oct. 14 election that saw the Conservatives returned with a strengthened minority government, Harper acknowledged the economic slowdown is having an impact on government finances and he didn't rule out running a deficit for next year.

"I don't think we're in a position to know all of the information in that regard and I think it would be premature to speculate in that regard," Harper told reporters at a news conference with European leaders in Quebec City Oct. 17.

"I'll say very clearly that the government of Canada will maintain responsible fiscal policies and the government of Canada will ensure that whatever we do is in the long-run interest of the Canadian economy."

While most economists argue that running a deficit during the current economic downturn can help ratchet up demand and aid in the recovery, it nevertheless raises political risks for the Conservatives who campaigned on keeping the books balanced.

The latest federal budget shows a \$2.3 billion surplus for 2008–2009 and a \$1.3 billion surplus for the 2009–2010 fiscal year.

With the economy now slowing, however, most analysts say the government is on track to post a large deficit next year and for several years after.

Merrill Lynch economist David Wolf and Toronto Dominion Bank chief economist Don Drummond



Newly elected Prime Minister Stephen Harper & his Tory minority government face a possible \$10 billion deficit for 2009–2010, compounding the provinces' financial difficulties during an economic downturn. Many forecast this will mean spending cuts to programs such as health care, social services & post-secondary education, among others.

both predict the federal government is headed for a \$10 billion deficit in 2009–2010 and the provinces will also face difficult times ahead.

Finance Minister Jim Flaherty has hinted he'll do whatever it takes to avoid a deficit, even if that means cutting back on spending plans, or delaying measures outlined in the Conservative Party's election platform such as the two cents a litre tax reduction on diesel fuel.

There are indications the Conser-

vatives are also looking at a range of other options, including a public service hiring freeze and downloading expenses to the provinces.

CAUT president Penni Stewart says a cut in services could signal a funding crunch for post-secondary education.

"The federal government has always found it politically easier to cut transfers to the provinces," she said. "Those cuts affect programs like education, health and social ser-

vices that are provided by the provinces, and the provinces end up taking the blame."

Most observers agree that despite returning to Parliament with another minority government, the Conservatives are likely to be able to push through their spending cuts over the objections of the Bloc Québécois and the New Democrats until the Liberals choose a replacement for outgoing leader Stéphane Dion. ■

Le ralentissement économique pourrait mettre à mal le financement de l'éducation

LE gouvernement conservateur réélu depuis peu examine actuellement différentes compressions de dépenses qu'il pourrait effectuer pour éviter un déficit éventuel, indiquent des informations récentes.

Le premier ministre Stephen Harper a soutenu tout au long de la campagne électorale que le Canada était bien préparé pour surmonter la crise économique engendrée par la tourmente financière internationale. Il devait cependant reconnaître, dans les jours qui ont suivi les élections du 14 octobre où les Conservateurs, toujours minoritaires, ont été reportés au pouvoir avec un mandat renforcé, que le ralentissement économique avait une incidence sur les finances publiques et que la possibilité de déposer un budget déficitaire au cours de la prochaine année n'était pas exclue.

« Je ne crois pas que nous disposons de toutes les informations utiles à ce sujet, et je pense qu'il serait prématuré de conjecturer à cet égard », a dit M. Harper aux journalistes lors de la conférence

de presse qu'il a donnée avec les dirigeants européens réunis à Québec le 17 octobre.

« Je tiens à préciser clairement que le gouvernement du Canada continuera de pratiquer des politiques financières responsables et veillera à ce que ses actions, quelles qu'elles soient, assurent la viabilité à long terme de l'économie canadienne. »

Si, comme le font valoir la plupart des économistes, le fait d'être en déficit dans la conjoncture actuelle de ralentissement économique peut contribuer à stimuler la demande et la reprise, une telle situation n'est pas sans poser de risques politiques aux Conservateurs qui ont fait leur campagne sur le thème du maintien de l'équilibre budgétaire.

Le dernier budget fédéral prévoit un surplus de 2,3 milliards de dollars pour l'année financière 2008–2009 et de 1,3 milliard de dollars pour l'année suivante.

Maintenant que l'économie tourne au ralenti, cependant, les économistes en général affirment

que le gouvernement est en voie d'afficher un énorme déficit dans son budget de l'année prochaine et ceux des années suivantes.

David Wolf, économiste chez Merrill Lynch, et Don Drummond, économiste en chef du Groupe financier Banque Toronto Dominion, prédisent tous les deux que le gouvernement fédéral s'achemine vers un déficit de 10 milliards de dollars en 2009–2010 et que les provinces aussi connaîtront des temps difficiles.

Le ministre des Finances, Jim Flaherty, a laissé entendre qu'il ferait tout en son pouvoir pour éviter un déficit, même s'il faut pour cela réviser à la baisse les prévisions de dépenses ou retarder la mise en œuvre des mesures annoncées dans le programme électoral du Parti conservateur, telle la réduction de la taxe d'accise sur le diesel, de quatre à deux cents le litre.

Certaines indications laissent croire que les Conservateurs envisagent d'autres solutions possibles, comme geler le recrutement dans la fonction publique et attribuer aux

provinces la responsabilité de certaines dépenses.

Selon la présidente de l'ACPPU, Penni Stewart, l'imposition de compressions budgétaires dans les services pourrait sérieusement mettre à mal le financement de l'éducation postsecondaire. « Il a toujours été politiquement plus facile pour le gouvernement fédéral de tailler dans les transferts de fonds aux provinces. Ces compressions ont des répercussions sur des programmes offerts par les provinces, notamment dans les secteurs de l'éducation, de la santé et des services sociaux, et ce sont les provinces qui finissent par recevoir le blâme. »

La majorité des observateurs s'entendent pour dire que les Conservateurs, même s'ils reprirent leurs sièges au Parlement au sein d'un autre gouvernement minoritaire, parviendront sans doute à faire adopter leurs compressions malgré les objections des Bloc Québécois et des Néo-démocrates, jusqu'à ce que les Libéraux choisissent le remplaçant de leur chef démissionnaire Stéphane Dion. ■

Western's Postdocs Win Union Battle

POSTDOCTORAL associates at the University of Western Ontario will soon be bargaining a collective agreement as the latest in a growing number of postdocs that are unionizing at universities across North America.

Western's administration opposed the union move, arguing that postdocs at the London campus were independent contractors who didn't meet the legal definition of employees. The issue went before the Ontario Labour Relations Board that ruled in favour of the more than 200 workers, certifying the Public Service Alliance of Canada as their bargaining agent on Sept. 30.

Peter Ferguson, who led the campaign to unionize, told the London Free Press that working conditions for postdocs are tough. They put in an average of 60 to 80 hours a week, he said, and earn salaries in a range of just \$20,000 to \$40,000 a year.

Most are paying off student loans, he added, and face uncertain futures because of one-year contracts.

The union is the second of its kind in Canada. Postdoctoral fellows at McMaster University joined the Canadian Union of Public Employees earlier this year.

« These employees at Western and McMaster are part of an accelerating trend toward postdoc unionization at major research universities in North America, » says Marcus Harvey, the CAUT staff member responsible for outreach and organizing in this sector.

As many as 5,000 postdoctoral researchers across the 10-campus University of California system will soon be represented by the United Auto Workers union. The UAW already represents much of the labour force that makes the system work, including graders and teaching assistants.

UC postdocs say forming a union and collective bargaining is the only way to improve their wages, which start below the minimum recommended by the National Institutes of Health and offer no cost-of-living adjustments — an important issue among workers living in some of the most expensive metropolitan areas in the US. Their goal is also to ensure a system that can independently arbitrate disputes. ■

Version française à la page A6.

18-Day Windsor Strike Settled

THE 18-day strike at the University of Windsor ended Oct. 4 as the board of governors and faculty union voted to ratify a new collective agreement.

The agreement addresses many of the union's concerns, including a 20% increase over three years to the per course stipend, the protection of annual increments and measures designed to address employment equity. Windsor's striking academics voted 91% in favour of the three-year deal.

The University of Windsor Faculty Association represents more than 1,000 full and part-time academic staff at the university. ■

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ACTUALITÉS

L'Université de Western Ontario

Victoire syndicale pour les stagiaires postdoctoraux

TOUT comme leurs homologues de plus en plus nombreux dans les universités nord-américaines, les stagiaires postdoctoraux aux employés par l'Université de Western Ontario ont enfin obtenu le droit d'être représentés par un syndicat et de tenir des négociations collectives.

La direction de l'établissement s'était jusque-là opposée à ce droit en faisant valoir que les stagiaires postdoctoraux du campus de London étaient des entrepreneurs indépendants et non pas des employés au sens où l'entend la loi. Saisie de ce dossier, la Commission des relations de travail de l'Ontario a donné raison à ces quelque 200 travailleurs en accédant à l'Alliance de la Fonction publique du Canada, comme leur agent de négociation le 30 septembre dernier.

Le responsable de la campagne de syndicalisation, Peter Ferguson, a déclaré au *London Free Press* que les stagiaires étaient exposés à des conditions de travail difficiles et qu'ils devaient travailler en moyenne de 60 à 80 heures par semaine pour des salaires annuels situés entre 20 000 \$ et 40 000 \$.

La plupart d'entre eux, a-t-il ajouté, continuent de rembourser des prêts étudiants tout en se trouvant confrontés à un avenir professionnel incertain du fait que leurs contrats ne durent pas plus d'un an.

Ce groupe de stagiaires postdoctoraux est le deuxième à se syndiquer au Canada après ceux de l'Université McMaster, qui ont adhéré au Syndicat canadien de la fonction publique au début de cette année.

« La syndicalisation de ces employés de Western et de McMaster s'inscrit dans une tendance de plus en plus marquée en ce sens chez les stagiaires postdoctoraux des grandes universités de recherche en Amérique du Nord », souligne Marcus Harvey, agent de l'ACPPU responsable des activités de mobilisation et de syndicalisation dans ce secteur.

Aux États-Unis, pas moins de 5 000 attachés de recherche au niveau postdoctoral répartis dans les dix campus de l'Université de la Californie seront bientôt représentés par le syndicat des Travailleurs unis de l'Automobile, lequel représente déjà la grande partie de la main-d'œuvre de ce réseau, y compris les correcteurs et les auxiliaires à l'enseignement.

Les stagiaires postdoctoraux de l'université californienne affirment que la syndicalisation et la négociation collective sont pour eux les seuls moyens d'améliorer leurs salaires, qui commencent en deçà du taux minimum recommandé par les National Institutes of Health et qui ne sont pas rajustés en fonction du coût de la vie — une question de première importance pour les travailleurs qui vivent dans des régions métropolitaines classées parmi les plus chères aux États-Unis.

Ces stagiaires cherchent également à assurer la mise en place d'un système qui puisse garantir l'arbitrage des différends en toute indépendance. ■

English on page A5.

Un directive de l'Ud'O annulée par décision arbitrale

→ Suite de la PAGE A1

Selon l'APUO, la principale exception vise les documents que les membres peuvent avoir relativement à leurs fonctions administratives (à titre de chaires de département, par exemple), mais cette exception ne s'applique qu'aux documents portant expressément sur des questions administratives, et non pas aux notes personnelles, courriels ou annotations.

L'arbitre Philip Chodos a fait droit à l'objection de l'APUO, concluant que la directive de l'université allait à l'encontre de la convention collective et qu'elle devait par conséquent être retirée.

Il a convenu que les documents administratifs, telle la correspondance adressée à la direction par les chaires de département au sujet des fonctions administratives, constituaient une exception, « y compris les procès-verbaux des réunions et les documents à l'appui des conclusions qui ont été tirées, toujours sous réserve de

la protection des "renseignements personnels" au sens où l'entend la loi ontarienne ».

L'arbitre a indiqué également que d'autres types de documents pourraient être considérés à juste titre comme se trouvant sous la garde de l'université, et qu'il demeurait saisi de la question afin de fournir des lignes directrices en la matière.

« Nous nous réjouissons que l'arbitre ait reconnu les sérieuses atteintes qui auraient été portées à la liberté académique et à l'intégrité du travail universitaire s'il avait dû rejeter notre position », a déclaré le président de l'APUO, Atif Fahim.

« Le fait qu'il demeure saisi de la question permettra de résoudre tout différend futur sur la gamme restreinte de documents qui pourraient, comme il l'a indiqué, se trouver sous le contrôle ou la garde de l'université. » ■

NEWS ACTUALITÉS

LETTERS/COURRIER

Idiotica? Perhaps not

Unlike Martin Cohen in his "Idiotica" rant (*Commentary, Bulletin, October 2008*), I've had good experiences with Wikipedia. I "watch" 88 articles and most are not prone to many errors, even including the one about me. Mistakes are often corrected quickly by other users or editors.

For example, I went on Wikipedia, and couldn't find in the entries on either Hitler or National Socialism the place where Cohen deduced that "Hitler greatly admired Russian communism, saying 'The whole of National Socialism is based on it'."

Nor could I find the quotations Cohen offers about Socrates, although the Wikipedia editors do make the point repeatedly that what we know about Socrates is often filtered through Plato. And for Cohen's third example, that Wikipedia claims "Mao's political philosophy is essentially the use of violence to suppress dissent," although the article does give due consideration to Mao's use of violence and executions, this is just one among many other political activities that are mentioned.

Unlike the *Bulletin*, whose mistakes can't be immediately corrected, it's fortunate that Wikipedia can be. I'm glad some Wikipedia user — perhaps Cohen — edited the mistakes out, because as even he realizes, this online source of information is an important resource for our students — and more covertly, our colleagues.

Barry Wellman
S.D. Clark Professor of Sociology
NetLab Director
University of Toronto

Hargne, préjugés et délires

Je suis surpris que le *Bulletin de l'ACPPU* ait jugé bon de reproduire le texte de Martin Cohen sur Wikipedia ("Encyclopædia Idiotica", octobre 2008). Depuis sept ans qu'elle existe, cette encyclopédie a certes suscité de nombreuses critiques, mais je n'avais encore jamais lu un point de vue aussi biaisé et aussi superficiel.

Les préjugés de l'auteur ne portent pas seulement sur le contenu de Wikipedia mais s'attaquent aussi à ses fondements qui constituerait à l'en croire, « a sinister and subtle threat to freedom of thought ». L'auteur ne développe malheureusement pas cette affirmation. On serait curieux de savoir, en effet, en quoi cette encyclopédie collaborative menace la liberté de pensée, alors que tout un chacun peut y écrire, modifier un article et défendre son point de vue. Son modèle collaboratif est au contraire bien équipé pour éviter « all the prejudices and ignorance of its creators », ce qui n'est

pas toujours le cas des modèles éditoriaux fermes.

La hargne de l'auteur est tellement irrationnelle que j'en viens à me demander si M. Cohen ne chercherait pas à régler ses comptes avec Wikipedia pour le motif non avoué que ses propres contributions n'auraient pas été acceptées par le passé.

Ses préjugés ne s'arrêtent pas à Wikipedia, mais visent globalement tout ce qui se trouve en ligne et qui peut faire objet d'une recherche dans Google. De toute évidence, l'auteur ne semble pas savoir ou préfère ignorer que des dizaines de milliers de revues scientifiques sont maintenant en ligne, souvent sans aucun support imprimé. Dans son délice, l'auteur s'en prend même à l'encyclopédie Larousse en ligne, qu'il accuse de récrire tous les articles en vue d'assurer la prééminence des penseurs français. Il est consternant qu'un journal canadien imprime pareilles inepties et leur donne crédibilité.

Pour un point de vue plus nuancé, je vous invite à lire mon article sur le phénomène Wikipedia à www.lettres.uottawa.ca/vanden/wikipedia.html.

Christian Vandendorpe
Lettres françaises
Université d'Ottawa

Einstein's failure a myth

Felipe Fernández-Armesto's commentary, "Marking Schernes are an Abomination," (*Bulletin, September 2008*) repeats the old saw that "Einstein never did very well at school, anyway."

If one cares to type 'Einstein failed school' into Google, one can find several careful accounts that debunk this myth. Einstein actually did well in school, particularly (and not surprisingly) in mathematics and science. There are a number of reasons for the persistence of the "Einstein failed high school" myth.

As a free-spirited Jew, he was disdainful of the authoritarian German school system and his contempt for some of his teachers must have been mutual.

Einstein wrote the admission exams for ETH [Switzerland's science and technology university] in Zurich at an unusually young age and with little formal preparation, so it took him two attempts before he passed. As an adult, Einstein was modest and self-effacing and he probably spun some self-deprecating tales about his youth.

Nevertheless, the story that the supreme genius of the 20th century could not pass high school — while reassuring to generations of sluggishly adolescents — is untrue.

David Josephy
Molecular & Cellular Biology
University of Guelph

Mount Saint Vincent University

Faculty Union Files Grievance over Enrolment Suspensions

THE academic staff union at Mount Saint Vincent University has filed a grievance challenging MSVU's decision to suspend enrollment in two academic programs.

The decision, said Kenneth Dewar, president of the Mount Saint Vincent University Faculty Association, has effectively shut down the programs without any regard for constituted mechanisms for academic governance.

"Our members are quite willing to have an informed discussion about programs, how to define sustainability and the need for more appropriate recruitment efforts, but we do not want decisions about programs to be made unilaterally by the administration," Dewar said.

Faculty, students and staff first learned of the enrolment suspensions in the information technology program and the family studies and gerontology undergraduate program in an email received earlier this year from university president Kathryn Laurin.

Dewar said the news came as a surprise since the university senate was still awaiting the results of an external review of the family studies and gerontology program and had rejected a recommendation to nix the information technology program offerings.

The union filed a grievance claiming the administration's actions



PHOTO: MOUNT SAINT VINCENT UNIVERSITY

The university has announced that new students will not be admitted to IT programs for the 2008-2009 academic year.

violate the Mount Saint Vincent University Act and are at odds with the faculty contract that establishes conditions governing program redundancy.

"We have constituted procedures in place for these decisions and the university ought to act in accordance with those provisions," Dewar said of the grievance. "The senate is responsible for all academic matters, so the administration should not be circumventing the senate."

Furthermore, it's an important is-

sue for the association as it also arises amid growing concern about declining enrollment at several institutions in the Atlantic region, he said.

MSVU's most recent strategic plan commits the university to "focusing efforts and resources on high quality, distinctive and sustainable undergraduate and graduate programs that are attractive to students."

"We hope this isn't just about reducing the number of programs for the sake of efficiency," Dewar said. ■

Le syndicat conteste la décision de l'Université Mount Saint Vincent de suspendre des programmes

LE syndicat du personnel académique de l'Université Mount Saint Vincent a présenté un grief contestant la décision prise par l'administration de l'établissement de suspendre les inscriptions à deux programmes d'études.

Dans les faits, cependant, cette décision a eu pour conséquence de mettre fin aux programmes sans aucun regard aux mécanismes de gouvernance académique en place, a observé le président du syndicat, Kenneth Dewar.

« Nos membres accueilleront bien volontiers la possibilité de prendre part à une discussion informée sur les programmes, la définition de leur viabilité et la nécessité de faire des démarches de recrutement plus adéquates, mais nous ne voulons pas que l'administration prenne des décisions unilatérales au sujet des programmes », a souligné M. Dewar.

C'est dans un courriel envoyé plus tôt cette année par la rectrice de l'université, Kathryn Laurin,

que les professeurs, les étudiants et le personnel ont appris qu'ils étaient suspendus les inscriptions au programme de technologie de l'information et au programme de premier cycle d'études familiales et de gérontologie.

Cette nouvelle a été d'autant plus surprenante que le sénat de l'université attendait encore les résultats de l'examen externe qui devait être fait du programme d'études familiales et de gérontologie et qu'il avait rejeté une recommandation visant à annuler le programme de technologie de l'information, a indiqué M. Dewar.

Par son grief, le syndicat cherche à faire reconnaître que les actions de l'administration contreviennent à la loi constitutive de l'université et qu'elles vont à l'encontre de la convention collective du personnel académique, qui définit les conditions régissant les programmes déclarés excédentaires.

« La prise de telles décisions relève des procédures officielles qui

sont établies à cet égard et que l'université devrait respecter. Puisque le sénat est responsable de toutes les questions d'ordre pédagogique, l'administration ne devrait pas pouvoir se soustraire à sa volonté », a dit M. Dewar.

La question au cœur du grief revêt une grande importance pour l'association, a-t-il ajouté, parce qu'elle se pose sur fond de préoccupations croissantes face à la baisse du nombre d'inscriptions dans plusieurs établissements de la région de l'Adantage.

Dans son plus récent plan stratégique, l'Université Mount Saint Vincent s'engage à « déployer tous les efforts et les ressources utiles pour offrir, à tous les cycles, des programmes d'études de haute qualité, uniques, viables et attrayants ».

« Il est à souhaiter qu'il ne s'agisse pas ici seulement de réduire le nombre de programmes pour des raisons d'efficience », a dit M. Dewar. ■

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NEWS ACTUALITÉS

Conference News



Mobilizing in an Era of Restructuring

Keynote Speaker Rosemary Oeem, professor of education at the University of Bristol in the UK, vice-chair of the Society for Research into Higher Education & author of numerous books, describes the rise of commercial management strategies & governance methods in higher education & the implications on faculty work at the CAUT women's conference held in Ottawa last month.

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6 DÉCEMBRE

journée nationale de commémoration et d'action contre la violence faite aux femmes

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L'Université Algoma est née

APRÈS 16 années d'attente, le Collège universitaire Algoma établi dans le nord de l'Ontario a finalement obtenu le statut d'université à part entière.

La loi officialisant la création de l'Université Algoma rend cet établissement indépendant de l'Université Laurentienne à Sudbury à laquelle il était affilié comme collège depuis sa création en 1964. Le collège avait entrepris en 1992 de demander au gouvernement provincial de l'élever au rang d'institution pouvant conférer des grades universitaires.

La rectrice de l'Université Algoma, Celia Ross, qui occupait le poste

de présidente du collège depuis 1998, a indiqué que l'établissement offrait des programmes d'études de niveau universitaire depuis plus de 40 ans et qu'il fonctionnait en fait comme une unité indépendante de l'Université Laurentienne depuis longtemps.

« C'est une journée historique pour l'Université Algoma », a déclaré Celia Ross. « Nous sommes très heureux de devenir la dix-neuvième université ontarienne et nous en tirons une juste fierté. Cette autonomie nouvelle nous rendra plus à même de mettre en place des possibilités d'éducation postsecondaire qui profiteront effectivement à tous

les étudiants, y compris les étudiants métis et des Premières nations, dans un esprit de respect et de coopération qui privilégie les besoins futurs de la population active, de nos communautés et de notre pays tout entier. »

Algoma propose un vaste éventail de programmes en technologie, sciences, gestion et arts libéraux à plus de 1 200 étudiants. Elle est la seule université à offrir un programme de baccalauréat en langue ojibwe et un programme de maîtrise (M.Sc.) en technologie des jeux vidéo. ■

English on page A4.

Academics in Danger Need Our Help

From PAGE A3

in Education International, the worldwide voice of education workers and academic staff. EI is active in promoting human rights, union rights and academic freedom. It also educates academics about global conditions, contributes to solidarity among academic staff and, through advocacy and regular monitoring, makes academic freedom and human rights violations visible and encourages international response to offences. For example, over the past summer, as the crisis in Zimbabwe deepened, EI issued an urgent action appeal for its worldwide members to denounce the human rights violations being systematically carried out against teachers.

But we must deepen our commitment to defending academic freedom and protecting individual civil liberties with more concrete action. One international program that provides important opportunities for the involvement of Canadian academics is the Scholars at Risk Network. This is an international network of universities and colleges that provide sanctuary through tempo-

rary academic placements to scholars and students whose lives are threatened in their home country.

Since 1999, the University of Toronto, which is the only Canadian member of the network, has admitted 12 scholars from Iran, Ethiopia, Yemen, Iraq, Columbia and Azerbaijan to its Massey College-School of Graduate Studies program, and provided them with two-year fellowships of \$10,000. This has allowed recipients to continue with graduate studies or post graduate research.

The presence of scholars is significant for the sponsor as well, according to John Fraser, master of Massey College. « For us not to reach out means we're almost guilty of complicity by not understanding what happens in these countries. In the end we're the beneficiaries because the scholars sometimes teach or they enhance the research pool of the university, » he told the UofT Bulletin earlier this year.

In the U.S. more than 50 colleges and universities have joined the network and there are 33 member institutions in the UK. Members of the U.S. network include leading universities such as Harvard, Stan-

ford, the University of California at Berkeley and the University of Chicago and smaller institutions such as Monmouth College in Illinois. Canadian academics are strong defenders of civil liberties and academic freedom and we should play a bigger role in defending our colleagues internationally.

Only higher education institutions can join the network, but as individuals and members of academic associations we can push our colleges and universities to join. I ask you to urge your academic staff association to take up this call to participate and to bring it to the attention of your institution through your departments, faculties and university-wide bodies. It's time to extend our social justice agenda and challenge our borders. I hope CAUT members nationwide will take up the quest and work with colleagues in their local associations and institutions to join this program. ■

Further information on the Scholars at Risk Network is available at <http://scholarsatrisk.nyu.edu> and Education International at <http://www.ei-ie.org>.

Des universitaires en danger ont besoin de notre aide

Suite de la PAGE A3

dénoncent les violations systématiques des droits de la personne commises envers le personnel enseignant.

Il nous faut affirmer notre engagement à défendre la liberté académique et à protéger les libertés civiles individuelles par des actions plus concrètes. Le Scholars at Risk Network est un programme international qui permet aux universités canadiennes de s'engager dans ce domaine. Il s'agit d'un réseau d'établissements d'enseignement supérieur qui acceptent de servir de refuge temporaire à des universitaires et à des étudiants dont la vie est menacée dans leur pays d'origine.

Depuis 1999, l'Université de Toronto, unique membre du réseau au Canada, a ainsi accueilli douze universités de l'Iran, de l'Éthiopie, du Yémen, de l'Irak, de la Colombie et de l'Azerbaïdjan à l'école d'études supérieures du Collège Massey, leur offrant des bourses de 10 000 \$ pendant deux ans, ce qui leur a permis de poursuivre leurs

études supérieures ou leurs travaux de recherche.

La présence d'universitaires importe également pour l'établissement parrain, explique John Fraser, directeur principal du Collège Massey, selon qui ne pas aider ces personnes constituerait presque un acte de complicité résultant de la non-compréhension de la situation qui sevit dans ces pays. Dans une entrevue accordée au bulletin de l'Université de Toronto cette année, il indique que l'hôte ressort gagnant de cet arrangement, car ces universitaires enseignent à l'occasion ou enrichissent le bassin de recherche de l'université.

Au Royaume-Uni, 33 établissements d'enseignement supérieur adhèrent au réseau. Aux États-Unis, une cinquantaine d'universités et de collèges s'y sont joints, dont certains de grand prestige, comme Harvard, Stanford, l'Université de Californie à Berkeley et l'Université de Chicago, et d'autres de moindre envergure, comme le Collège Monmouth, en Illinois. Les universitaires canadiens, ardents défenseurs des li-

bertés civiles et de la liberté académique, devraient jouer un rôle accru dans la défense de nos collègues à l'étranger.

Seuls les établissements d'enseignement supérieur peuvent se joindre au réseau, mais en tant que particuliers et que membres d'associations, nous pouvons exercer des pressions pour que nos universités et collèges y adhèrent. Je vous invite à sensibiliser votre association de personnel à cet appel et à le porter à l'attention des responsables de votre établissement par l'entremise de vos départements, et organes propres. Il est temps d'exprimer concrètement et de renouveler notre engagement à l'égard de la justice sociale. J'espère que, d'un océan à l'autre, les membres de l'ACPPU se joindront à cette quête et collaboreront avec leurs collègues pour favoriser l'adhésion au programme. ■

Pour obtenir de plus amples renseignements sur le Scholars at Risk Network, consultez le <http://scholarsatrisk.nyu.edu> (en anglais) et l'Internationale de l'Education, au www.ei-ie.org.

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The Academic's Handbook

A. Leigh O'Neill & Crauford O. Goodwin, eds. Durham, NC: Duke University Press, 2006; third edition, 416 pp; ISBN: 978-0-8223-3883-3, cloth \$89.95 us; ISBN: 978-0-8223-3874-1, paper \$24.95 us.

This new, revised, and expanded edition of the popular *Academic's Handbook* is an essential guide for those planning or beginning an academic career. Faculty members, administrators and professionals with experience at all levels of higher education offer candid, practical advice to help beginning academics understand issues, including: the different kinds of institutions of higher learning and expectations of faculty at each, the advantages and disadvantages of teaching at four-year colleges instead of research universities, the ins and outs of the job market, alternatives to tenure-track, research-oriented positions, salary and benefits, the tenure system, pedagogy in both large lecture courses and small, discussion-based seminars, the difficulties facing women and minorities within academia, corporations, foundations, and the federal government as potential sources of research funds, the challenges of faculty mentoring, the impact of technology on contemporary teaching and learning, different types of publishers and the publishing process at university presses, the modern research library, the structure of university governance and the role of departments within the university. With the inclusion of eight new chapters, this edition of *The Academic's Handbook* is designed to ease the transition from graduate school to a well-rounded and rewarding career.



How to Write a Lot: A Practical Guide to Productive Academic Writing

Paul J. Silvia. Washington, DC: American Psychological Association, 2007; 149 pp; ISBN: 978-1-59147-743-3, paper \$14.95 us.

All students and professors need to write, and many struggle to finish their stalled dissertations, journal articles, book chapters, or grant proposals. Writing is hard work and can be a frenetic academic schedule. In this practical, lighthearted and encouraging book, Paul J. Silvia explains that writing productively does not require innate skills or special traits but specific tactics and actions. Drawing examples from his own field of psychology, he shows readers how to overcome motivational roadblocks and become prolific without sacrificing evenings, weekends and vacations. After describing strategies for writing productively, the author gives detailed advice from the trenches on how to write, submit, revise and resubmit articles; how to improve writing quality; and how to write and publish academic work.



Making and Moving Knowledge: Interdisciplinary and Community-Based Research in a World on the Edge

John Sutton Lutz & Barbara Neis, eds. Montreal, QC & Kingston, ON: McGill-Queen's University Press, 2008; 338 pp; ISBN: 978-0-7735-3373-8, cloth \$85 CA; ISBN: 978-0-7735-3393-6, paper \$32.95 CA.

Whether the challenge is global warming, epidemic disease, poverty, environmental degradation, or social fragmentation, research efforts are wasted without efficient and understandable processes to create and transfer knowledge to policy makers, interested groups and communities. How to maximize the impact of scholarly research and combine it with practical knowledge already available in lay communities are key issues in a world threatened with social-ecological disasters. *Making and Moving Knowledge* focuses on how knowledge is created and transferred, or blocked and atrophies. It provides a rare look at what knowledge is, how different kinds of knowledge are created, and what needs to guide the vital relationship between knowledge creation and its dissemination to a variety of different audiences.

Former CAUT President Chronicles Long Career in Academe & Politics



A Glowing Dream: A Memoir

Roland Penner. Winnipeg, MB: J. Gordon Shillingford Publishing Inc., 2007; 306 pp; ISBN: 978-1-897-28919-8, paper \$28.95 ca.

By DONALD C. SAVAGE

ROLAND PENNER was elected president of CAUT in 1979. He has now written a very readable account of a long and varied career in academe and in Manitoba politics. Penner was born in 1924 into an ultra-left wing and Jewish milieu in the North End of Winnipeg that had been heavily influenced by the Winnipeg General Strike and its aftermath. His father served for many years as a Labour Progressive (Communist Party) representative on the Winnipeg City Council.

Penner makes no secret of his and his family's political connections — connections he maintained until the Soviet invasion of Hungary in 1956 and Khrushchev's denunciation of Stalin. During the Second World War he served in the Canadian army in northwestern Europe from Normandy to war's end. At the close of the war he attended the army's Khaki University and then, on demobilization, thanks to the veterans' benefits created by the federal government, he returned to Winnipeg to attend the University of Manitoba to study in the faculty of arts and then in law.

On graduation, he practiced labour law in Winnipeg for 15 years, ultimately returning to the university as a member in the faculty of law. He was an active member of the University of Manitoba Faculty Association, where he was one of the leaders of the successful movement to unionize the faculty despite the unyielding opposition of then university president Ernest Sirluck. He became chief negotiator for UMFA's first collective agreement which was signed in 1975.

This was a seminal moment both at the university and in CAUT because Manitoba was, at the time, the largest English-speaking university in the country to certify. The conjunction of CAUT and UMFA in Winnipeg led Penner to an ever more active role in CAUT. He gives an entertaining account of the early days of

collective bargaining in CAUT. This work ultimately led to his election as CAUT president, an event which showed that the movement towards collective bargaining in CAUT was irreversible.

Subsequently he moved into a political career in the province of Manitoba where he was elected in 1981 as the NDP member for Fort Rouge. Later he became a member of the cabinet of the NDP government of Howard Pawley where he served variously as attorney general, minister responsible for constitutional affairs, chair of the treasury board, minister of education and house leader.

As attorney general he was much involved in the constitutional negotiation of the Mulroney years, which he discusses in some detail. Pawley has provided a foreword to this book. The Pawley government fell in 1988 in a vote of confidence, and was subsequently heavily defeated at the polls. Penner then returned to the university to teach constitutional law and later became dean of the faculty.

This, of course, is a partisan book, but Penner is generous in his recognition of the work of other faculty members across Canada and of staff with whom he connected at various points in his career. Those who write *autobiographies* frequently do not wish others to share the stage. Readers of this review should be aware, caveat emptor, that this reviewer is mentioned favourably several times in the text.

Like most politicians, Penner remembers old enemies, not always kindly but sometimes surprisingly favourably as with his treatment of Don Wells, the administrator who had the difficult task of dealing with the faculty union at Manitoba in its early days. All in all this is a book that should be of use to anyone interested in the recent history of higher education in Canada. ■

Donald C. Savage is a consultant in higher education, former executive director of CAUT and an adjunct professor of history at Concordia University in Montreal.

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The book concludes with a discussion about why preserving academic integrity — despite the clamorous voices of the forces threatening it — is so vital to public interest.

Contributors include:

Brian Alters	Brenda Gallie	Kevin Mattson
Gary Bauslaugh	Donald Gutstein	Arthur Schafer
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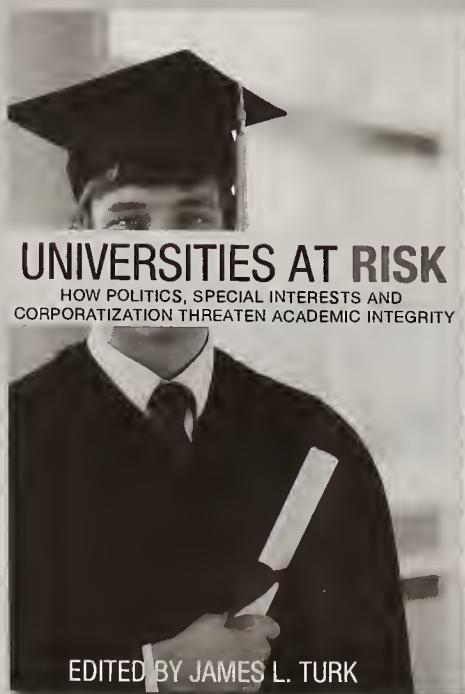
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ram of international stature. Because its recognized capabilities, the School attracts exceptionally well-qualified students both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests

research programs, and to teach both undergraduate and graduate courses in environmental, mining and/or petroleum engineering. The successful candidate will be joining a vibrant, multidisciplinary community of researchers on the University of Alberta's main campus, separated by Civil and Environmental Engineering, including School of Mining and Petroleum Engineering at the University of Alberta is one of the premier research facilities in the field of mining in North America. This Department is undergoing a major expansion and is committed to securing a position among the leading schools in North America. Our faculty currently consists of 30 members, and we expect this to grow to approximately 70 researchers. In the Department is vigorous and covers all major areas of Civil, Environmental, Mining, and Petroleum Engineering. Our graduate program is well regarded and consistently ranks among the best schools worldwide and presently has an enrollment of close to 400 students, including approximately 160 PhD students, and 44 international students.

The Department offers undergraduate degrees in Civil Engineering, Civil with Environmental and Biomedical Options, Mining Engineering, and Petroleum Engineering, and 90+ postgraduate students.

The teaching needs of the department are served by the new Natural Resources Engineering Faculty a total area of 30,000 square metres. Located nearby, in addition to three other major engineering departments, is the Institute for Nanotechnology, the Alberta Research Council (ARC) and Centre for Engineering Research (CER) offers unique opportunities for collaboration with industry and government. The undergraduate and graduate laboratories are generally equipped with state-of-the-art equipment and excellent computing facilities are available. Extensive teaching facilities in a variety of external and provincial sources. The Applicants are invited to submit their curriculum vitae including employment history, a statement of research interests, a brief description of major contributions, reprints of at least two representative research papers, the names of at least three referees,

mensement with experience, and appointments are made by recommendation of the faculty. The University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation for its teaching and research in computer science, and its research program of international stature. Because of its recognized capabilities, the School attracts exceptional students from all levels of both undergraduate and graduate studies. In addition, the University has an enlightened intellectual property policy which vests rights in the Inventor; this policy has encouraged the creation of many spin-off companies, including the Waterloo Spin-off Inc., Maptech Inc., Open Text Corp. and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca>. Applications should be sent to: Computer Science - recruiting@cs.uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, David R. Cheriton School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. An application should include a curriculum vitae, statements on teaching interests and research interests, and three letters of reference for all teaching references. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as soon as possible after the closing date. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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In the creation of many spin-off companies, including *Anywhere Solutions Inc.*, *Inssoft Inc.*, *Open Text Corp.* and *Rainbow Systems Inc.* see www.acpu.ca for information on available applications should be sent by electron mail to cs-recruiting@cs.uwaterloo.ca, or by fax to [Chair, Advisory Committee on Applications](http://www.acpu.ca). The Canadian Society of Polymer Science, 200 University Avenue, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. An application form will be provided which states on whom the application is based, and research and the names and contact information for at least three referees. Applicants should ask their referees to refer to the letter of application. All inquiries and comments, as well as evaluations will be considered as soon as possible after they are complete, as long as posters are available. The application form includes a statement that the applicant is from an eligible individual, including members of visible minorities, women, peoples, and persons with disabilities. qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority

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A strong national university, UNB offers a comprehensive choice of 80 graduate, undergraduate, and professional programs to more than 12,000 students from 100 countries, through multi-faculty campuses in Fredericton and Saint John and in partnership with other institutions around the world. In 2010, the Saint John campus will become home to the first English-language medical education program in New Brunswick. With 18 Canada Research Chairs, major SSHRC and NSERC projects, vigorous research partnerships, the National Research Council Institute for Information Technology, nationally-ranked Faculties of Law and Engineering, and many nationally and internationally recognized scholars among its 620 full-time faculty, UNB conducts eighty percent of the research in – and is the centre for graduate studies and professional programs for – the province. UNB offers an intimate learning environment where the average student:faculty ratio is 15:1. Its students enjoy high success rates in competitions for national graduate fellowships and admission to medical schools. Expansion of international linkages is a continuing priority.

UNB has a long history of positive and progressive labour relations with its more than 1,700 full-time faculty and staff. The 2008-09 operating budget is \$161 million within an

overall University budget of \$240 million, and UNB receives over half of the provincial operating grant to New Brunswick universities. In 2006 UNB concluded a capital campaign that raised more than \$110 million, exceeding its target by \$50 million and reflecting an outstanding level of support internationally. Among the outcomes are major capital projects, including the Richard J. Currie Center for athletics and wellness research on the Fredericton campus and the University Commons on the Saint John campus, as well as funding for graduate and undergraduate scholarships, library improvements, and for the establishment and enhancement of centres and institutes.

The President and Vice-Chancellor is the chief executive officer of the University, a member of the Board of Governors, and Chair of the Senates of the Fredericton and Saint John campuses. The successful candidate will have strong leadership qualities, significant academic and administrative experience and accomplishments, a thorough grasp of issues in post-secondary education, and the ability to work collegially and effectively with the University community, alumni, governments, and other external constituencies.

The search committee will begin consideration of candidates in late October. Applications and nominations for an appointment beginning in July 2009 will be accepted until the position is filled, and may be made, in confidence, to the address shown below.

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Contact: Dr. Christian Lacroix, Dean of Science (lacroix@upei.ca)

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Contact: Dr. Tim Goddard, Dean of Education (dean_ed@upei.ca)

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- Tourism Enterprise
- New Energy Technology Management
- Computer Animation & Video Gaming
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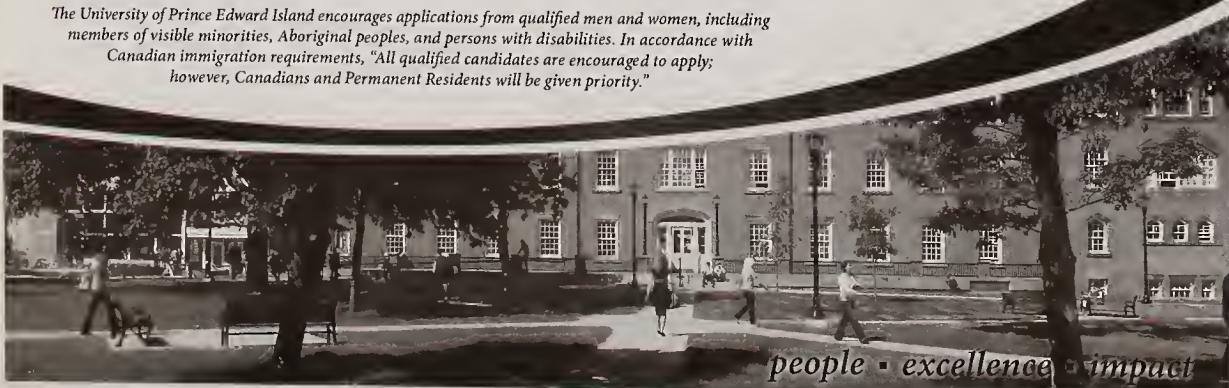
All Tenure-Track and Term Contract positions normally start July 1, 2009. Candidates should apply by December 15, 2008, when shortlisting begins.

Please note that all positions and their tenure-track status are subject to final budgetary approval. Salary and rank are dependent on qualifications and experience. Candidates must submit a letter of application, curriculum vitae, and statements of teaching experience and teaching philosophy, and arrange to have three letters of reference forwarded to Human Resources.

Applications should be sent by standard mail or courier to:

**Human Resources
University of Prince Edward Island
550 University Avenue, Charlottetown
Prince Edward Island, Canada CIA 4P3**

The University of Prince Edward Island encourages applications from qualified men and women, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, "All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority."



people • excellence • impact

CAREERS CARRIÈRES

University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Information about the Department can be found at <http://www.uoguelph.ca/geography>. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minority groups and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Appointment is subject to final budgetary approval.

■ GEOGRAPHY – McGill University Applications are invited for a tenure-track position at the Assistant Professor level in Human Dimensions of Global Environmental Change beginning September 1, 2009. Environmental change is one of the most pressing aspect of scientific enquiry and policy concerns and our societies will have to adapt to rapidly changing biophysical conditions. We invite applications from scholars who can work with us on the following research agenda: We seek a person with a strong interest in environmental change who examines the cultural, social, economic and political adaptations to environmental change connecting scales from the local to the national and supranational. The successful candidate will be expected to develop an interdisciplinary research program, successfully manage graduate student supervision and undergraduate teaching. There are excellent opportunities for collaboration within the Centre for Earth and Space Sciences units, such as the Earth System Science program, the International Environmental and Climate Change Program, the International Development Studies Program, Field Studies Semesters in Africa, Panama, and the Caribbean, the Centre for

Developing Area Studies and the School of Environment, Sustainability, and Change. The Department of Geography can be reached at www.mcgill.ca/llca or www.eesg@mcgill.ca. Applicants must possess a PhD or expect to graduate by summer 2009, and have demonstrated research promise in environmental and communication. Salary will be commensurate with qualifications and experience. McGill University is committed to equity in employment and diversity. It welcomes applications from individuals, including women, members of visible minorities, Aboriginal peoples, other members of groups with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification of its community. All qualified applicants are encouraged to apply. McGill University is committed to Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates should include curriculum vitae, statements of teaching and pedagogical interests, research interests, up to two reprints, and letters (from three referees) sent to the following address. The review of applications will begin January 15, 2008 and applications will be accepted until the position is filled. Dr. Tim Moore, Chair, Department of Geography, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6; Phone 514 398-4112; Fax 514 398-7437; E-mail: recruit.geog@mcgill.ca.

HEALTH SCIENCES — Wilfrid Laurier University. This Department of Kinesiology & Physical Education invites applications to a tenure-track appointment related to Health Sciences in the Faculty of Science. The position is at the Assistant Professor level, with a 2012 start date, subject to budgetary approval. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research. While research interests in the area of exercise and health are welcome, Post-Doc/Post-doc experience would be an asset. Duties would include teaching a variety of Health-related undergraduate courses in both the Kinesiology and Physical Education programs, and developing a Health Sciences program in the Faculty of Science. Ability to teach in the following core areas is expected: Introductory Health and Health Issues, Epidemiology, and Research Methods. A demonstrated interest in one or more of the following areas would be important: Obesity, Child Health, Rehabilitation/Ability, Injuries, Health Behaviours, Health Psychology, Nutrition, and/or Physiotherapy. Preference will be given to applicants with experience in Obesity, Population Health, Health Care Delivery, Aging, etc. The successful candidate would be expected to supervise graduate students, contribute to the MSc in Kinesiology program, and actively help to develop a new Health Sciences Program. Applicants should send a curriculum vitae, a statement regarding teaching experience and interests, a statement of research interests, a statement of current and prospective research interests, and contact information (address, telephone, and email) for at least three referees to Dr. Peter Tidus, Chair, Department of Kinesiology and Physical Education, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3G1; (email: ptidus@wlu.ca). Applications will be accepted until January 9, 2012. Interested candidates may learn more about the Department, current faculty research interests and the department's Movement Disorders Research Centre at www.wlu.ca/science/kinesiology. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given first consideration. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and gender orientations, including persons with disabilities, Aboriginal persons, and persons of a visible minority. Members of the designated groups wishing to be considered for employment are invited to self-identify by referring to the On the Faculty of Science, Dr. Deborah MacEachan. Only those applicants selected for an interview will be contacted.

B. HEALTH STUDIES & GERONTOLOGY
at University of Waterloo. Applications are invited for a tenure-track position at the Assistant or Associate Professor level in **Omentia and Dementia Care**. In the Faculty of Applied Health Sciences at the University of Waterloo. This position offers an exceptional research opportunity with research funding, research support, and a reduced teaching load. It involves a full-time faculty appointment in one or both of the Departments of Recreation and Leisure Studies and Health Studies and Gerontology, together with a formal link with the RBJ Schlegel UW Research Institute for Aging (RJRA; see <http://www.uwaterloo.ca/rjra>). The suc-

Successful applicant will join a well-established team of researchers and educators working in the Murray Alzheimer Research and Education Program (MAREP; see <http://murrayalzheimer.ca>). MAREP is a partnership approach and integrates research and educational activities in order to improve dementia care practices and policies for individuals, families, and communities. The program also includes a junior division with the RIA, a university affiliate which promotes research relevant to aging in both community and long term care settings. The RIA provides a vibrant environment, including a weekly seminar series, in addition to continuing education, and supports the continued growth and development of knowledge to practice. The successful candidate will have strong competencies in social, behavioural, psychological, and medical research and teaching, and a doctoral degree, or completed a completed doctoral degree in Health Studies, Recreation and Leisure Studies, Gerontology or a related academic discipline such as Nursing, Social Work, Psychology, Rehabilitation, Early Childhood Education, or Special Education. The preferred candidate will have demonstrated expertise in dementia and dementia care in one or more of the following areas: therapeutic recreation/activity/arts approaches in dementia, non-pharmacological approaches to dementia, dementia care and support in community and long-term care settings, and/or participatory approach to research, education and policy development related to dementia. Experience with qualitative and quantitative methodologies would be an asset. Salary range will be commensurate with qualifications and experience. Anticipated start date is January 2018.

ed start date is July 1, 2009, but the position is open until filled. A complete curriculum vitae and three letters of reference directly from referees should be sent to Dr. Sue Shaw, Chair of the Admissions Committee, Department of Applied Human Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The review of applications will commence on November 20, 2008. Further information about the Faculty and its Departments of Recreation and Leisure Studies and Health Studies and Gerontology can be found at <http://www.uwaterloo.ca>. The University of Waterloo is an equal opportunity employer committed to individualized, inclusive education, women members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; how- ever, Canadian citizens and permanent residents will be given priority.

HUMAN ECOLOGY – University of Alberta, The Department of Human Ecology, University of Alberta invites applications for a tenure-track position in Human Ecology: Design. Hiring will be at the rank of Assistant or Associate Professor, commensurate with qualifications and experience. The Department offers a BSc in Human Ecology, a BEd in Early Childhood Education, a Family Ecology, a combined BSc/BEd thesis and/or combined Masters degrees with concentrations in Multi-Cultural Contexts and Child, Family and Aging, and a PhD degree in Human Ecology. The Department is home to the Protection and Enhancement Research Group and the Clothing and Textiles Collection, which comprises over 18,000 artifacts representing more than 250 years of history from the earliest textile cultures. For further information see <http://www.human.ualberta.ca/heecol>. Key responsibilities of the position include: 1. Establishing an independent research program in dress, clothing design, fashion technology, apparel/fashion design and technology, women's wear, menswear or related areas; 2. teaching undergraduate courses includ- ing apparel design courses; 3. leading graduate courses related to the candidate's area of scholarship; and the De-

partment's strengths including material culture (e.g., dress and culture) and textile and apparel science (e.g., protective clothing, fashion design, and conserving graduate students). Applicants must have a PhD in human ecology, costume design, apparel and textiles, or other relevant area; a successful record of scholarship in lighting design or related topics such as lighting and color perception, lighting history, sustainable/ethical design, or functional design; 3 demonstrated excellence in university teaching; 4 a collaborative working style that is a good fit with the Department of Human Ecology; The preferred start date is January 1, 2009. All correspondence concerning applications should be sent to the chair, Department of Human Ecology, 302 Human Ecology Building, University of Alberta, Edmonton, AB, Canada T6W 2N1; Phone: 780-492-3333; Fax: 780-492-3333. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment and welcome applications from qualified women and men, including persons with disabilities, members of visible minorities, and others who may contribute to the diversity of our faculty.

INDUSTRIAL ORGANIZATION/STRATEGY
University of Toronto Scarborough: The Department of Management at the University of Toronto Scarborough (UTSC), together with the Business Economics group at the University of Manitoba, invites applications from qualified individuals for a tenure stream position at the rank of Assistant Professor. The appointment will be effective July 1, 2009 or as soon thereafter as possible. The successful applicant will have a strong record of research in industrial organization/strategy. The Ph.D (completed or near completion) is required, along with excellent teaching and research experience appropriate to the rank. Other doctoral research

graduate degree). Salary will be commensurate with qualifications and experience. Additional information on the department can be found at <http://www.wutcs.utoronto.ca> and at the Ryerson School of Management website at <http://www.som.ryerson.ca>. Applications should be applied online at <http://www.wutcs.utoronto.ca/faculty.htm> in Internet Explorer and PC required; Job Number: 10000014. Please attach a current curriculum vitae, an example of teaching evalution and any evidence of excellence in teaching. Three letters of reference should be sent directly to Professor Michael Krashinsky, Department of Computer Science and Management, University of Toronto Scarborough, 1265 Military Trail, Toronto, ON, Canada, M3J 1A4. The deadline for applications is December 2, 2006. The University of Toronto has an excellent record of research and teaching. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minorities, and others who may contribute to the further diversification of our community. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

INFORMATION <http://www.wutcs.utoronto.ca> or the Ryerson School of Management seeks candidates for a probationary (tenure-track) Assistant or Associate Professor in the Management Information Systems group. The position is available to begin in July 2009. We are looking for team members who will help build and maintain a world class reputation in the information systems field. The successful candidate will

demonstrate a strong commitment to the practice of management in both research and professional settings. We seek students highly motivated generally-oriented professionals at top tier academic journals in all management disciplines. While all strong applications will be considered, those with research interests related to one of the School's cross-disciplinary leadership centres (Engaging Emerging Markets, Driving Growth Through Innovation and Entrepreneurship, Managing Sustainable Value, Leading Organizations) will have <http://www.uwo.ca/ci/centres.htm> given special consideration. Ability and willingness to teach across a wide range of disciplines is also important. In their current courses or collectively as undergraduate, MPA and EMBA is highly desirable. The Richard Ivey School of Business, London, Canada, is ranked among the top business schools of its management education and research. The School's major activities include a highly regarded MBA program and undergraduate program; a well established doctoral program; and a major center of management and industrial research activities, such as, an expanding portfolio of programs for executives, including an Executive MBA delivered in Canada and Hong Kong. The Ivey School's facilities and resources are located at the Exchange Tower in downtown Toronto. The Asia campus is located at the Hong Kong Convention and Exhibition Centre. The application position is subject to budgetary approval. Applications should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, consideration will be given to personal qualifications will be the primary criterion.

The Richard Ivey School of Business and The University of Western Ontario are an equal opportunity employer and welcomes applications from qualified women and men, including visible minorities, aboriginal people and persons with disabilities. For information on all appointment requirements, please visit our website: www.uwo.ca/ci/facultypos.htm. Submission deadline is November 30, 2008, although applications will be reviewed until the position has been filled. www.uwo.ca_email_to:_facultypositions@uwo.ca

JIAPANESE—Saint Mary's University. The Faculty of Arts at Saint Mary's University invites applications for a three-year contract position in Japanese Language and Culture, with a possibility for conversion to a tenured/tenure-track position, subject to budgetary approval. This position will be at the rank of Assistant Professor, starting January 1, 2009. We are seeking an individual with a primary research profile in Japanese Studies and a demonstrated record of effects in teaching Japanese language and culture at all levels. Crosses disciplines in the Department of Modern Languages and Classics and to the Asian Studies Program, a successful candidate will be expected to support and help develop the core Japanese and Asian Studies programs and work in an interdisciplinary environment. Applicants should hold a PhD or near completion of the degree, possess native or near-native fluency in Japanese and English, and have experience in the Canadian university system. Knowledge of French language would be an asset. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities in a context which it realizes through outreach programs, research, teaching, research programs, and contributions to life-long learning. Its distinctly international character is reflected in its proportion of international students and study abroad opportunities. We are particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of preparing

live and work in a global environment. The application form is available online at www.smu.ca. The three areas of application are: a writing sample and a teaching dossier including recent teaching evaluations (to be submitted to Dr. George Nangle); a teaching dossier (to be submitted to Dr. Michael J. O'Leary); and a teaching dossier (to be submitted to Dr. Michael J. O'Leary). Applications must be received by March 20, 2008.

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HINESIOLOGY — Dalhousie University. Applications invited for a one-year probationary tenure track position in the rank of Assistant Professor in the School of Health and Human Performance commencing August 1, 2009. The successful candidate will be a strongly developing record of evidence-based research in the area of human physiology, with expertise in either exercise physiology or motor neurophysiology. The candidate must be able to contribute to undergraduate and graduate teaching in the areas of exercise physiology, supervision of undergraduate research, and supervision of MSc graduate students is expected, as is participation in the interdisciplinary PhD program. Protected research time is a component of the appointment. Excellent opportunities exist for collaboration within the School of Health and Human Performance, the Faculty of Health Professions, and other areas at Dalhousie including medicine, community health and epidemiology, rehabilitation, mechanical engineering, and nursing. Requirements for the position include a completed doctoral degree in kinesiology or other related area, candidates with the doctoral degree near completion will be considered as well as evidence of a strongly developing research program. Post-doctoral training

and teaching experience would be assets. applicants should submit a cover letter stating qualifications and abilities, a statement of research and teaching interests, and a curriculum vitae, and arrange to have three reference letters sent under separate cover to: Dr. Michael J. Unruh, Interim Director, School of Health and Human Performance, Dalhousie University, 6230 South St., Halifax, NS, B3H 1T8; fax: (902)494-5120; email: unruh@dal.ca. Web site address: www.unruh.dal.ca. Deadline for consideration of candidates will begin in late December 2003. The School of Health and Human Performance at Dalhousie University is part of the Faculty of Health Professions, whose mission is to enhance health and social well-being through entry-level and advanced education, research, professional practice, innovation, and leadership in research and scholarship. In addition to the School of Health and Human Performance, the Faculty includes the Schools of Physiotherapy, Occupational Therapy, Nursing, Health Administration, Human Communication Disorders, and Social Work, the College of Pharmacy, the El'f Oathouse School of Health Sciences, and the Clinical Vision Science program. The Faculty of Health Professions also offers programs leading to Bachelor of Science and Masters Degrees in Kinesiology, Health Promotion, Leisure Studies, Therapeutic Recreation, and Recreation Management. Dalhousie University is located in Hal-

a small, historic, and culturally active city located in a province with substantial life-style opportunities, including forests, ocean beaches, whitewater rafting, and camping. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer and strongly encourages applications from qualified Aboriginal people, persons with a disability, non-binary persons, and women. This position is subject to budgetary approval.



QUEEN'S UNIVERSITY

Kingston, Ontario, Canada

Tenure Track Positions

Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for positions in Accounting, Finance, Managerial Economics, Management Science, Marketing, Organizational Behaviour/ Human Resources, and Strategy/Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

Applicants must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

Salaries will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development.

stage-based enterprise and corporate governance. The School is fully accredited by AACSB International, EQUIS (the accrediting arm of EFMD – the European Foundation for Management Development), and The Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at business.queensu.ca.

THE CITY: Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive from the international bridge linking Ontario and upstate New York, and another ninety minutes from

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at qufa.ca.

July 1st, 2009, but is flexible. Applicants must submit three letters of recommendation, teaching proposal or completed thesis, electronically.

**Dr. Brent Gallupe, Associate Dean
Queen's School of Business – Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6**

CAREERS CARRIÈRES

including women, members of visible minorities, native peoples, and persons with disabilities.



- COMMUNICATIONS
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 - MATHEMATICS & STATISTICS
 - MODERN LANGUAGES – PUNJABI
 - TEACHER EDUCATION PROGRAM
 - SOCIAL WORK AND HUMAN SERVICES
 - UPGRADING AND UNIVERSITY PREPARATION



Faculty of Education positions

CAREERS CARRIÈRES

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■ OCCUPATIONAL THERAPY — Dalhousie

research-intensive university in Canada's capital and offers a full range of graduate programs, including a Master's degree in Philosophy and a PhD in Cognitive Science. Philosophy is strongly committed to fostering diversity and inclusion, as well as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and student body, including, but not limited, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply and applications from Canadians and permanent residents will be given priority. Applications (with curriculum vitae, sample of recent research, evidence of excellence in teaching, and three letters of reference) should be sent to Professors Jay Drygalski and Chay, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada (e-mail: jay.drygalski@carleton.ca). ■

more than 25 pages, and a brief statement of teaching interests and philosophy, including evidence of teaching effectiveness; to: Department of Philosophy, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1. The due date for applications is November 30, 2008; applications received by this date will be assumed to full consider- ation. All applications must include three letters of reference to reach the Department by the same date. For information about the Department of Philosophy, see <http://www.mcmaster.ca/philosophy>. We encourage all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity with its community, and particularly welcomes applications from diverse candidates.

The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, persons with disabilities, and persons with disabilities.

PHILOSOPHY — McMaster University: The Department of Philosophy invites applications for a tenure-track position in the area of Ancient Philosophy at the rank of Assistant Professor. The successful candidate's areas of specialization: ancient philosophy, areas of competence: theoretical ethics. McMaster University is a research intensive university, and the Department of Philosophy has a strong commitment to graduate degree programs (Honours, Combined Honours, BA + MA program, and PhD program). The successful candidate will have a PhD by the time of the appointment and demonstrated excellence in research, teaching, and service. Duties include undergraduate and graduate teaching, the supervision of master's and doctoral theses, the normal teaching load responsibilities, and the teaching load responsibilities in the Department. Appropriate courses in each term. Applications should be sent in letter of application, Institutionalized Curriculum Vitae, and three letters of reference to: Department of Philosophy, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1. The due date for applications is November 30, 2008; applications received by this date will be assumed to full consider- ation. All applications must include three letters of reference to reach the Department by the same date. For information about the Department of Philosophy, see <http://www.mcmaster.ca/philosophy>. We encourage all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity with its community, and particularly welcomes applications from diverse candidates.

IX PHILOSOPHY (EARLY MODERN) – University of Toronto Scarborough. Applications are invited for a tenure-stream position at the rank of Assistant Professor in Philosophy, Department of Philosophy, University of Toronto Scarborough (UTSC), to begin July 1, 2009. Early modern philosophy, A.D.C. open. The department has a broad range of philosophical interests, including animal philosophy, metaphysics and epistemology. Philosophy would also be an asset. Duties involving teaching courses in metaphysics and epistemology would also be an asset. Duties in-

undergraduate teaching, graduate teaching and supervision, research and research supervision, and research grants. Applicants must demonstrate excellence in both research and teaching. Salary will be commensurate with qualifications and experience. The University of Toronto is a recognized leader in research, with a unique Graduate Department of Philosophy. UTSIC is a research intensive faculty within the University of Toronto with an undergraduate population of approximately 1,000 students, and a wide range of undergraduate students speaking a wide range of languages. The University of Toronto offers an opportunity to teach, conduct research and live in one of Canada's most diverse cities. In addition, additional information about the Department can be found at www.utsic.utoronto.ca/~humid/index.html and for the graduate department www.utsic.utoronto.ca/~humid/postgrad.html. Interested applicants should apply online at www.jobs.utoronto.ca/faculty/intern (Intern at Explorer and PC required; Job number S011010). Please ensure that you

Chair, Department of Humanities, University of Toronto Scarborough 1255 Military Trail, Toronto, ON, M3J 1A4, Canada. Reference letters and large documents may also be submitted electronically to PhilSciRecruit.utoronto.ca. The application deadline is November 17, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, members of sexual minorities, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Applications from all qualified candidates are encouraged to apply; however, preference will be given to permanent residents of Canada or to Canadian citizens.

PHYSICAL THERAPY — University of Western Ontario. Applications or nominations are being accepted for the position of Director, School of Physical Therapy in the Faculty of Health Sciences. The selected candidate will be a physical therapist with strong interpersonal skills who will assume a senior academic role. The Director will be responsible for leading an outstanding opportunity to develop creative leadership in teaching, research and administration in building on the strong foundation and new directions/activities in graduate education, research intensity, and collaborative leadership style will be important to further advance this School of Physical Therapy. The Director is also expected to contribute to leadership of the Faculty of Health Sciences and the University of Western Ontario. The University of Western Ontario (www.uwo.ca) is one of Canada's leading research intensive universities. It is located in London, Ontario, a city of approximately 400,000 people with a population of 850,000. London is also a major academic health sciences centre. The Physical Therapy program at The University of Western Ontario was established in 1937.

**CHAIR IN GLOBAL STUDIES
AT McMaster University**

In 2002, the School of Physical Therapy became its undergraduate program with a post-professional masters (MPT) program that includes 50 students per year. The MPT program at Western is one of only two programs in Canada with both Canadian (ACPT) and International (CPT) accreditation. The School has a long-standing commitment to research and theory-based graduate education, with over 120 graduates of MPT programs. In 2005, the MSc program was approved by the Canadian University Health and Rehabilitation Sciences graduate program, which offers graduate education at the MSc and PhD level in Physical Therapy. This program, as well as nine other fields of study, is offered through the Faculty of Health Sciences. The program, which is affiliated with the MPT program, offers the only MPT/PhD program in Canada, which intake 4 outstanding students each year. In 2007, 2008, and 2009, the first three clinical masters (MCS) in Clinical Orthopaedic Manipulation in Manipulative Therapy and Outcomes Healing. This program is offered through a combination of distance education and on-site clinical training. The School has 141 full-time faculty members and three administrative staff members. The research productivity of the School is reflected in over 30-50 manuscripts published annually and appears in peer-reviewed journals and international journals. The research priorities of the School are to consolidate a world-class reputation in musculoskeletal health and complement Western's signature programs in clinical education and health education as well as university-based research strengths in child and family health, health and aging, rehabilitation science, and chronic health conditions. Planning is underway for the creation of a Clinical Research Network. The School and its Faculty are committed to developing partnerships with local community, with interdisciplinary

designer, and will include a description of the proposed research, a detailed budget, and a timeline. Applications will be accepted from individuals with a Ph.D. in a relevant discipline or equivalent training, and from individuals who have completed their Ph.D. within the last five years. Applications will be accepted from individuals who have not yet secured a faculty position at a university or college. Applications will be accepted from individuals who are currently employed as faculty members at a university or college, or from individuals who are currently employed as postdoctoral fellows or research assistants. Applications will be accepted from individuals who are currently employed as faculty members at a university or college, or from individuals who are currently employed as postdoctoral fellows or research assistants. Applications will be accepted from individuals who are currently employed as faculty members at a university or college, or from individuals who are currently employed as postdoctoral fellows or research assistants.

CHAIR IN GLOBAL ISLAM AT McMaster University

McMaster University Faculties of Humanities and Social Sciences invite applications from scholars of international reputation for an endowed Chair in Global Islam. McMaster University is a research-intensive university with a long standing reputation as Canada's most innovative university. The Chair in Global Islam is expected to make significant contributions to the study of Muslim peoples and cultures in the contexts of globalization and the modern condition in the 20th and/or 21st centuries. The geographical area of specialization is open. The major focus will be on developing a research agenda and teaching courses covering a broad range of contemporary Islamic cultures and practices at both the undergraduate and graduate levels. We seek a candidate who holds a PhD (or equivalent) and has an outstanding record of teaching and research accomplishments as well as demonstrated leadership. The candidate is expected to teach at both undergraduate and graduate levels in either a Humanities or Social Science department. For a full list of departments, see the McMaster website at <http://www.mcmaster.ca/home.cfm>. The successful candidate will actively contribute to the Institute on Globalization and the Human Condition (IGHC), including their interdisciplinary MA in Globalization Studies. The Faculties expect the successful candidate to maintain a vigorous research program resulting in significant contributions to peer-reviewed publications with the overall goal to generate research monies.

All applications shall include a curriculum vitae, a detailed statement of research and teaching interests, and letters from three referees addressed to:
Chair in Global Islam
c/o the Dean, Faculty of Humanities
McMaster University
1280 Main St. W., Hamilton, ON L8S 4K1 Canada

All application materials should be received on or before

All application materials should be received on or before December 31, 2018.

Qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and in recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

SEI

SIMON FRASER UNIVERSITY

FACULTY OF HEALTH SCIENCES TENURE TRACK POSITIONS

Simon Fraser University is internationally recognized for research and teaching excellence in the liberal arts and sciences, and for innovative interdisciplinary and professional programs. The new Faculty of Health Sciences has been created to further this reputation. To support our innovative graduate and undergraduate programs in public and population health, we seek to fill the following eight tenure-track positions, including a Tier II Canada Research Chair.

- Tier II CRC in Developmental Biology and Health
 - Microbial Ecology in Human Health
 - Human Genetic/Genomic Toxicologist
 - Cellular Neurobiology of Aging
 - Global Health and Vulnerable Populations
 - Global Health Practice
 - Aboriginal Health
 - Health Informatics

• Health and Economics
Successful applicants will have demonstrated teaching and research excellence. Detailed information about these positions and the Faculty of Health Sciences can be found at <http://fhs.toronto.edu>.

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, and including visible minorities, aboriginal people, and persons with disabilities. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Positions are subject to budgetary approval. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.sfu.ca/vpacademic/hr_Openings.html](http://www.sfu.ca/vpacademic/hr_ph_Openings.html).

CAREERS CARRIÈRES



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the opportunities

If you are seeking a dynamic environment in which to launch or further develop your academic career, explore the opportunities at Carleton, Canada's Capital University. Carleton University is recognized for excellence in research and scholarship, and seeks to recruit top-notch faculty to advance this reputation. The University offers an intellectual and collaborative community of scholars, a strong infrastructure of support for applied and theoretical research, as well as an inclusive and collegial culture that values both your individual expertise and your personal aspirations.



FACULTY POSITIONS AVAILABLE

Arts and Social Sciences

- Assistant Professor, College of the Humanities (*Greek and Roman Studies*)
- Assistant Professor, College of the Humanities (*Religion: Islam in the Modern World*)
- Assistant Professor, College of the Humanities (*Religion: Islam*)
- Assistant Professors (2), English (*Contemporary British Literatures; Literatures of Australia, New Zealand, and the Pacific Rim, Modernist Literature*)
- Assistant Professor, Canadian Studies (*Québec Studies*)
- Assistant Professor, Cognitive Science
- Assistant Professor, History (*Canadian History*)
- Assistant Professors (2), School for Studies in Art and Culture (*Film Studies*)
- Assistant Professor, Philosophy

Engineering and Design

- Assistant or Associate Professor, Azrieli School of Architecture and Urbanism (*Director, Immersive Media Studio*)
- Assistant Professor, Azrieli School of Architecture and Urbanism (*Architecture*)
- Assistant Professor, Electronics (*Sustainable and Renewable Energy Engineering*)
- Assistant Professor, Mechanical and Aerospace Engineering (*Mechanical Engineering Aspects of Environmentally Responsible Energy Generation, Conversion, Utilization*)
- Assistant Professor, Systems and Computer Engineering (*Sustainable and Renewable Energy Engineering*)
- Associate Professors (2), Industrial Design

Public Affairs

- Assistant Professor, Economics (*Financial Economics*)
- Assistant Professor, Economics (*Macroeconomics*)
- Assistant Professor, Criminology and Criminal Justice (*Law*)
- Assistant Professors (2), Journalism and Communication (*Communication*)
- Instructor, Law (*Legal Studies*)
- Associate Professor, Public Policy and Administration (*Public Policy and Management*)
- Assistant Professor, Public Policy and Administration (*Policy and Program Evaluation*)

Science

- Assistant Professor, Mathematics and Statistics (*Applied Analysis*)
- Assistant Professor, Chemistry (*Food Science and Nutrition*)
- Assistant Professor, Physics (*Theoretical and Particle Physics*)

Sprott School of Business

- Assistant Professor, Accounting
- Instructor, Accounting
- Assistant Professors (2), Business Management (OT) and Strategy
- Assistant Professor, Finance
- Associate Professor, Marketing
- Assistant Professor, International Business
- Assistant Professor, Operations Management/Management Science

Located in Ottawa, Ontario, Carleton University takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,200 teaching assistants, and close to 1,000 administrative staff supporting over 24,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community.

Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity.

For details on faculty positions available at Carleton, please check out our website:

carleton.ca/facultyrecruitment



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